

## Pension Protection Fund

Hermes EOS

### Engagement by region

Over the last quarter we engaged with **48** companies held in the Pension Protection Fund portfolios on a range of **131** environmental, social and governance issues and objectives.

#### Global

We engaged with **48** companies over the last quarter.



- Environmental **32.1%**
- Social and Ethical **21.4%**
- Governance **32.1%**
- Strategy, Risk and Communication **14.5%**

#### Developed Asia

We engaged with **ten** companies over the last quarter.



- Environmental **25.8%**
- Social and Ethical **25.8%**
- Governance **19.4%**
- Strategy, Risk and Communication **29.0%**

#### Emerging & Developing Markets

We engaged with **two** companies over the last quarter.



- Environmental **60.0%**
- Social and Ethical **20.0%**
- Governance **20.0%**

#### Europe

We engaged with **seven** companies over the last quarter.



- Environmental **35.7%**
- Social and Ethical **21.4%**
- Governance **25.0%**
- Strategy, Risk and Communication **17.9%**

#### North America

We engaged with **14** companies over the last quarter.



- Environmental **19.4%**
- Social and Ethical **27.8%**
- Governance **41.7%**
- Strategy, Risk and Communication **11.1%**

#### United Kingdom

We engaged with **eight** companies over the last quarter.



- Environmental **58.3%**
- Social and Ethical **8.3%**
- Governance **29.2%**
- Strategy, Risk and Communication **4.2%**

#### Australia & New Zealand

We engaged with **seven** companies over the last quarter.



- Social and Ethical **14.3%**
- Governance **85.7%**

## Engagement by theme

Over the last quarter we engaged with **48** companies held in the Pension Protection Fund portfolios on a range of **131** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **32.1%** of our engagements over the last quarter.



- Climate Change **69.0%**
- Forestry and Land Use **4.8%**
- Pollution and Waste Management **11.9%**
- Supply Chain Management **11.9%**
- Water **2.4%**

### Social and Ethical

Social and Ethical topics featured in **21.4%** of our engagements over the last quarter.



- Bribery and Corruption **7.1%**
- Conduct and Culture **14.3%**
- Diversity **21.4%**
- Human Capital Management **17.9%**
- Human Rights **25.0%**
- Labour Rights **14.3%**

### Governance

Governance topics featured in **32.1%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **14.3%**
- Board Independence **9.5%**
- Executive Remuneration **61.9%**
- Shareholder Protection and Rights **14.3%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.5%** of our engagements over the last quarter.



- Audit and Accounting **5.3%**
- Business Strategy **52.6%**
- Cyber Security **5.3%**
- Integrated Reporting and Other Disclosure **21.1%**
- Risk Management **15.8%**